



Department of Defense DIRECTIVE

NUMBER 1340.14

August 8, 1984

Administrative Reissuance Incorporating Change 1, February 26, 1985

ASD(MI&L)

SUBJECT: Special Pay for Aviation Career Officers Extending Period of Active Duty

References: (a) DoD Directive 1340.14, subject as above, January 16, 1981 (hereby canceled)

(b) Section 301b of title 37, United States Code

(c) DoD Directive 5154.13, "DoD Military Pay and Allowance Committees," February 11, 1980

1. REISSUANCE AND PURPOSE

This Directive reissues reference (a) to update policy and procedures governing the payment of special pay for aviation career officers who extend their period of active duty in accordance with reference (b).

2. APPLICABILITY

This Directive applies to the Office of the Secretary of Defense and the Military Departments. The term "Military Service," as used herein, refers to the Army, the Navy, the Air Force, and the Marine Corps.

3. DEFINITIONS

3.1. Critical Aviation Specialty. An aviation specialty for which the supply of qualified aviation officers is, or is projected to be, inadequate to meet Military Service requirements, as derived from approved force structures.

3.2. Aviation Service. The service performed by an officer who holds an

aeronautical rating or designation (except a flight surgeon or other medical officer) under regulations prescribed by the Secretary of Defense.

3.3. Years of Aviation Service. Service computed beginning with the effective date of the initial order to perform aviation service as an officer.

3.4. Aviation Officer Continuation Pay. A bonus payment not to exceed the amounts listed in paragraph 5.2.1., below.

4. POLICY

The continuation bonus shall be used selectively when shortages of officers qualified in critical aviation specialties exist or are projected, and shall be limited to critical retention points when the bonus can be expected to affect retention behavior.

5. PROCEDURES

The following procedures shall be followed regarding the awarding of Aviation Officer Continuation Pay (AOCP).

5.1. Eligibility. To be eligible for AOCP an officer:

5.1.1. Shall be entitled to aviation career incentive pay.

5.1.2. Shall be below pay grade O7.

5.1.3. Shall be qualified to perform operational flying duty as defined in 37 U.S.C. 301a(a).

5.1.4. Shall have at least 6 but less than 11 years of active duty.

5.1.5. Shall have at least 6 years of aviation service as an officer.

5.1.6. Shall be in an aviation specialty designated as critical.

5.1.7. Shall execute a written agreement to remain on active duty in aviation service for either 3 or 4 years or 6 years if such an agreement is executed by an officer who has completed less than 7 years of active duty.

5.1.8. Shall have completed the minimum service required for aviation

training.

5.1.9. May not have been paid AOCP previously.

5.2. Amount and Method of Payment

5.2.1. Aviation officers who are qualified under subsection 5.1., above, may, upon the acceptance of a written agreement by the Secretary of the Military Department concerned or designee, be paid, in addition to all other compensation to which the officer is entitled, a sum of money of an amount up to but not exceeding the amounts shown below for the term of obligated aviation service indicated. During the period beginning on October 1, 1984, and ending on September 30, 1985, only agreements executed by officers of the *Navy may* be accepted under this Directive.

<u>Years of Obligated Aviation Service</u>	<u>Maximum Amount (Per Year of Obligated Service)</u>
3	\$4000
4	\$6000
6 ¹	\$6000

5.2.2. The amounts indicated above may be paid at the time the agreement of obligated aviation service is accepted. The Secretaries of the Military Departments may specify that the continuation bonus be paid either in equal monthly or equal annual installments or lump sum payments.

5.2.3. An officer may not receive incentive pay under 37 U.S.C. 301 for the performance of hazardous duty for any period of service that the officer is obligated to serve under an agreement entered into under this Directive.

1. An agreement to remain on active duty in aviation service for 6 years may be accepted only from an officer who has completed less than 7 years of active duty.

5.3. Aviators may enter into agreements to extend their period of active duty after the beginning of their 6th year of aviation service, but before the end of their 11th year of active duty. However, an aviation officer who has not completed the initial period of obligated military service accruing from initial aviation training (for example, undergraduate pilot or navigator training) does not qualify for the aviation continuation bonus, regardless of years of aviation service, until the initial period of obligated military service has been fulfilled. Once the period of obligation resulting from initial aviation training is completed, the aviator is eligible to enter into an agreement and receive continuation pay regardless of any other active duty service obligations. Moreover, the service obligation incurred as a result of entering into a continuation pay agreement shall be served concurrently with independently incurred obligations.

5.4. An officer who has received continuation pay and fails to maintain eligibility for such special pay, as authorized by 37 U.S.C. 301b, (reference (b)), and as set forth in this Directive, or fails to complete the full contractual period of additional obligated military service shall receive no further annual payments.

5.5. A refund of sums paid pursuant to this Directive shall be required on a pro rata basis whenever the member fails to maintain eligibility for continuation pay or fails to complete the full contractual period of additional obligated military service. However, if the member is unable to maintain eligibility for continuation pay or is unable to complete the full contractual period of additional obligated military service for any of the following reasons, recoupment shall not be required:

5.5.1. Separation from Military Service by operation of laws, or by operation of Military Service or DoD policies.

5.5.2. Death or disability, including medical grounding or suspension, which is not the result of misconduct, willful neglect, and not incurred during a period of unauthorized absence.

5.6. Completion of the agreed-upon period of active duty contained in this Directive, or the legislation pertaining thereto under 37 U.S.C. 301b (reference (b)), shall in no way obligate the President to accept a resignation submitted by a regular officer.

6. RESPONSIBILITIES

6.1. The Assistant Secretary of Defense (Manpower, Installations, and Logistics)

(ASD(MI&L)) shall review proposed Military Department plans for administering the continuation bonus program.

6.2. The Secretaries of the Military Departments shall:

6.2.1. Submit proposed internal plans for administering and implementing the continuation bonus program for ASD(MI&L) review and approval. As a minimum, the proposed plan shall include the following:

6.2.1.1. The specific aviation community targeted to receive the bonus.

6.2.1.2. The criteria used in designating an aviation specialty as critical.

6.2.1.3. The existing shortage of aviation officers within this community (expressed as a percentage of authorized manning levels).

6.2.1.4. The anticipated impact of the bonus payments on retention.

6.2.2. Include the costs of the program in Program Objectives Memorandum and budget estimates for military personnel appropriations.

6.2.3. Submit proposed implementing instructions in accordance with DoD Directive 5154.13 (reference (c)). The amount of continuation pay may not exceed but can be less than the amounts authorized in paragraph 5.2.1., above.

6.2.4. Designate the officials authorized to determine eligibility and accept agreements to continue on active duty beyond the initial period of obligated service.

7. EFFECTIVE DATE AND IMPLEMENTATION

This Directive is effective immediately. Forward one copy of implementing documents to the Assistant Secretary of Defense (Manpower, Installations, and Logistics) within 120 days.



William H. Taft, IV
Deputy Secretary of Defense